Gender Bias and Working with LGBTQ+ Youth

This interactive workshop will address a variety of topics related to working with and supporting LGBTQ+ youth, especially when talking about queer identities, sexual health, and relationships.
Hello!!!!

My name is Gia and my pronouns are she, her, and hers.

And my name is Dax and my pronouns are he, him, and his.
Agenda

Welcome and Introductions
What, Why, How
Current Climate
Gender Bias
Language & Terminology
Questions
Resources
“We are not what other people say we are. We are who we know ourselves to be, and we are who we love.”

-Laverne Cox
Program Director at EqualityMaine
Former President of Maine Transgender Network
High School Teacher & Coach for 20 years.
One of the 1st out Trans public school teachers in Maine & the 1st out Trans high school coach in the country

Me (ca. 1972)
Kindergarten class picture
Mrs. Matson
Cabot Elementary School
Newtonville, Massachusetts
Why we do this work
Why are you here?
What’s the first thing that pops into your head when you read or hear this word?
TRANSGENDER
What did you come up with??????
What others came up with with
Quick Review of LGBTQ+

Lesbian, Gay, Bisexual and...

T = Trans is a shorter and more inclusive version of Transgender. Trans is an adjective that describes a person whose Gender Identity is different than the sex/gender they were assigned at birth.

Q = Queer is an umbrella term for sexual and gender minorities who are not heterosexual and/or not cisgender.

Q = Questioning

+ = Other gender and/or sexual minorities

Gender Expansive is an even broader term that includes various gender identities, including agender folks, non binary individuals, as well as identities in flux.
How many of you have a close personal friend or family member who is either GAY, LESBIAN, or BISEXUAL?
How about TRANS or Gender Expansive?
Why is this important?
1,400,000

Based on the most recent survey, .6% of the adult US Population identify as Trans. We’re everywhere!

1.5% of Maine high school students identify as transgender*

(More than 800 students)

Not Sure

1.6% of high school students say they are not sure if they are transgender.

Their health risks are similar to transgender students.
LGBT students experience more violence and discrimination at school, at home, and in the community

LGBT students were significantly more likely to report being bullied at school in the past year.

1 in 2 trans students have been bullied on school property (vs 1 in 5 cisgender)

1 in 3 trans students have been threatened or injured with a weapon in the past year (vs 1 in 10 cisgender)

1 in 5 trans students skipped school because they felt unsafe in the past month (vs 1 in 20 cisgender)

Only 1 in 3 trans students feel that they matter to people in their community. (vs 2 in 3 cisgender)
Violence

Transgender students are more likely to experience physical, emotional, and sexual violence compared to cisgender** students.

25% of trans students:

- Have dated someone who physically hurt them on purpose (vs 8% of cisgender)
- Were forced to have sexual contact (vs 4% of cisgender)
2015 STATE SNAPSHOT

Figure 1. Hearing Anti-LGBT Remarks from Students in Maine Schools (percentage of LGBTQ students hearing remarks sometimes, often, or frequently)

- "Gay" Used in a Negative Way (e.g., "that's so gay") 82%
- Homophobic Remarks (e.g., "fag" "dyke") 78%
- Negative Remarks about Gender Expression 85%
- Negative Remarks about Transgender People 62%
Mental Health

71%
Depressed

54%
Suicidal

Nearly three quarters of trans students were depressed, and half seriously considered suicide in the past year.

vs 26% cisgender

vs 14% cisgender
Substance use

Trans students are more likely to smoke and use substances compared to cisgender students.

- 4x more likely to misuse prescription drugs
- 1.5x more likely to drink alcohol
- 3x more likely to be current smokers
Did you know, both Gender and Sex exist on a Spectrum?
1. Think about what **Gender** means to you,
   a. who you are,
   b. what your wear,
   c. what you do,
   d. who you love
   e. Etc.
2. Put yourself on a line somewhere between these two words **masculine** and **feminine**
3. Consider the other people in the room
4. When you get to your spot, introduce yourself, name, pronouns, job, then talk about why you chose to stand there.
5. There are no ties
6. You can’t physically move someone
7. You have ___ minutes

Go!
What did that feel like? What did you learn?
But before we start, let’s talk about why honoring someone’s name and their pronouns are so important.

- Many people use a different name than their legal name.
- All of us have the right to choose pronouns that best fit our identity.
- “Deadnaming” is when you use a Trans or GE’s person’s previous name without consent.
- Some folks don’t use traditional pronouns, and some don’t use any at all, and that’s cool too.
- Lastly, and most importantly, this is the number ONE request from trans and gender expansive youth.
Let’s break into small groups (5-6)

Discuss these questions

What makes up our SEX?

What is GENDER?
How would you explain Gender to a 5 year old?

Record your responses and report back
Today, there’s no one way to have a gender, that is if you have one at all.

<table>
<thead>
<tr>
<th>Gender Term</th>
<th>Gender Fluid</th>
<th>58 gender options on Facebook</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agender</td>
<td>Gender Fluid</td>
<td>Trans* Female</td>
</tr>
<tr>
<td>Androgyne</td>
<td>Gender Nonconforming</td>
<td>Trans Male</td>
</tr>
<tr>
<td>Androgynous</td>
<td>Gender Questioning</td>
<td>Trans* Male</td>
</tr>
<tr>
<td>Bigender</td>
<td>Gender Variant</td>
<td>Trans Man</td>
</tr>
<tr>
<td>Cis</td>
<td>Genderqueer</td>
<td>Trans* Man</td>
</tr>
<tr>
<td>Cisgender</td>
<td>Intersex</td>
<td>Trans Person</td>
</tr>
<tr>
<td>Cis Female</td>
<td>Male to Female</td>
<td>Trans* Person</td>
</tr>
<tr>
<td>Cis Male</td>
<td>MTF</td>
<td>Trans Woman</td>
</tr>
<tr>
<td>Cis Man</td>
<td>Neither</td>
<td>Trans* Woman</td>
</tr>
<tr>
<td>Cis Woman</td>
<td>Neutrois</td>
<td>Transfeminine</td>
</tr>
<tr>
<td>Cisgender Female</td>
<td>Non-binary</td>
<td>Transgender</td>
</tr>
<tr>
<td>Cisgender Male</td>
<td>Other</td>
<td>Transgender Female</td>
</tr>
<tr>
<td>Cisgender Man</td>
<td>Pangender</td>
<td>Transgender Male</td>
</tr>
<tr>
<td>Cisgender Woman</td>
<td>Trans</td>
<td>Transgender Man</td>
</tr>
<tr>
<td>Female to Male</td>
<td>Trans*</td>
<td>Transgender Person</td>
</tr>
<tr>
<td>FTM</td>
<td>Trans Female</td>
<td>Transgender Woman</td>
</tr>
</tbody>
</table>

*These are the 58 gender options you can choose on Facebook*
I mention these not because someone’s GENDER or SEX ever dictates their ORIENTATION, rather because when someone begins to embrace and/or explore their authentic self, their understanding of their own ORIENTATION(s) may fluctuate.
Transitioning is deeply personal. There’s no one way to be trans, so there’s no one way to transition. Transitioning isn’t a requirement for being Trans and/or Gender Expansive.
Some folks will only transition SOCIALLY. This may include choosing a new name, pronouns, and changes in visible expression. And that’s it.
Others may need mental health and/or medical support as part of their TRANSITION too. This may include therapy, hormones, like estrogen or testosterone, hormone blockers, and in some cases Gender Affirming Surgery.
The Law

The Maine Human Rights Act provides protection against discrimination in employment, education, housing, and credit based on sexual orientation which is defined as “... a person’s actual or perceived heterosexuality, bisexuality, homosexuality or gender identity or expression.”

Title IX ensures equal access to educational opportunities and school facilities, and schools cannot discriminate based on a person’s sex.
How are you feeling?

What are some KEY takeaways from this today?

What’s something NEW you learned?

What are some Questions you still have?
Resources

**EqualityMaine** - EqualityMaine has been working to secure full equality for LGBTQ+ Mainers since 1984. [www.equalitymaine.org](http://www.equalitymaine.org)

**Maine Transgender Network** - MaineTransNet provides support, education, and resources to the Trans community. [www.mainetransnet.org](http://www.mainetransnet.org)

**Massachusetts Trans Political Coalition.** MTPC works to eradicate discrimination on the basis of gender identity and expression. [http://www.masstpc.org/](http://www.masstpc.org/)

**GLAD** - Through strategic litigation, public policy advocacy, and education, GLBTQ Advocates and Defenders works in New England and Nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation. [www.glad.org](http://www.glad.org)

**The National Center for Transgender Equality** is the nation’s leading social justice advocacy organization winning life-saving change for transgender people. [http://www.transequality.org/](http://www.transequality.org/)

**Transgender Legal Defense & Education Fund** is committed to ending discrimination based upon gender identity and expression and to achieving equality for transgender people through public education, test-case litigation, direct legal services, and public policy efforts. [http://tldef.org/](http://tldef.org/)
Resources

GLAAD promotes fair, accurate and inclusive media representation of LGBT people and events. www.glaad.org

Gender Spectrum - Creating gender sensitive and inclusive environments for all children and teens. www.genderspectrum.org

National LGBTQ Task Force - The Task Force is a national progressive organization working for the civil rights of gay, lesbian, bisexual and transgender people. www.thetaskforce.org

Transgender Law Center - The Transgender Law Center provides legal services, as well as advocacy, for the transgender community. www.transgenderlawcenter.org

Lambda Legal - Lambda Legal works on litigation and public education on behalf of lesbian, gay, bisexual and transgender people and people with HIV/AIDS www.lambdalegal.org

Maine Coalition Against Sexual Assault - Safe Space information http://www.mecasa.org/safe-space/
Resources


2015 USTS Maine Snapshot

Fenway Health works to enhance the wellbeing of the lesbian, gay, bisexual and transgender community.
www.fenwayhealth.org

Transgender Law Center changes law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression.
www.transgenderlawcenter.org

2015 National School Climate Survey, Gay Lesbian Straight Education Network (GLSEN),
Elementary School Resources

- **HRC**
  - Welcoming Schools
  - Supporting and Caring for Gender Expansive youth

- **Gender Spectrum**
  - Schools in Transition
  - Gender Support Plan

- **GLSEN**
  - Ready Set Respect
Laverne Cox
Thanks!

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